

# Gender Equality Plan

## Benecon University Consortium

2021 – 2024

Supporting and enhancing gender equality has always been one of the fundamental pillars of the Benecon University Consortium, managed by Prof. Arch. Carmine Gambardella, UNESCO Chair on Landscape Cultural Heritage and Territorial Governance, and it has been facilitating measures, in the past years and will in the future, to demolish gender differences in the work environment in order to make it healthy and productive.

In this letter the reader finds measures, activities and policies that have been developed and executed. Moreover, it states measures for the next three years (2021/2024). With this document the President of the Benecon University Consortium states that the organization has dedicated resources in order to develop and implement gender equality measures.

Benecon University Consortium, indeed, has endorsed, for the project titled ‘East meets west for sustainability (EMWS): a synergistic science & technology approach to heritage and community resilience’ a partnership with the Indian AMMACHI LABS, Center for Women’s Empowerment and Gender Equality (CWEGE), UNESCO Chair in Gender Equality and Women’s Empowerment, Amrita Vishwa Vidyapeetham (Amrita University).

The Ammachi Lab is a research focused academic centre for promoting gender equality and fostering women’s empowerment with a special focus on technology and other innovative methods.

Together with its Indian partner, Benecon University Consortium will synergize approaches from the western and eastern traditions to support community resilience, gender balanced participation, and conservation practices. The approaches in question are multidisciplinary and integrate science and technological advancement with participatory research, women's empowerment methodologies, and conservation strategies to protect and enhance cultural and natural heritage. The strike of the project is also to understand the vulnerabilities of women and the interplay between these vulnerabilities in a comprehensive way in order to build up effective and optimal interventional strategies.

Moreover, Benecon University Consortium, thanks to the efforts done in the past years, in making the work environment more and more family friendly so that it becomes a perfect place for the development of equal opportunities in the field of research and innovation.

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The Consortium offers gender equality in recruitment and career progression and Professor Carmine Gambardella, President and CEO of Benecon University Consortium, declares that in 2021 female Researchers are the 50% of the total employees.

Concerning gender balance in leadership and decision-making, Benecon, recognizing that its social impact is enriched by the large proportion of talented female academics who works in the five universities that constitute it (Università Telematica Pegaso, Università degli Studi della Campania Luigi Vanvitelli, Università degli Studi di Napoli Federico II, Università degli Studi di Salerno, Università degli Studi del Sannio) and Benecon declares that the percentage of female Professor responsible for the Benecon's Scientific Sectors is the 35% (homepage [www.benecon.it](http://www.benecon.it)). Those sectors, as well as all the other research activities carried on by the member of Benecon Scientific Board represent a huge pride in consideration that female Professors are internationally recognized for their academic and scientific relevance. In addition, the Consortium, is willing, in the future years, to increase the number of women as scientific director.

Benecon, moreover, aims to integrate the gender dimension into research and teaching content via encouraging the publication of scientific articles in the next International Forum, Le Vie dei Mercanti ([www.leviedeimercanti.it](http://www.leviedeimercanti.it)).

Measures against gender-based violence, including sexual harassment, are fundamental in Benecon University Consortium. Those misbehaviours are deeply condemned and in the next future the administration is going to provide a network of confidential counsellors in order to call off those situations in case there where.

Continued efforts made in realities like Benecon University Consortium, will in the future, contribute to gender equality in the academic world.

Prof. Arch. Carmine Gambardella  
President and CEO BENECON University Consortium  
UNESCO Chair on Landscape Cultural Heritage and Territorial Governance



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